

# Goal setting

## Key principles of goal setting



Locke & Latham 1990

## Key benefits of setting goals:

- **Making clear choices:** Clear goals help narrow the attention and direct efforts to activities that are relevant for achieving the goals.
- **More effort:** Identifying clear goals can lead to discretionary effort. People may work more intensely than they normally would to reach a goal.
- **Increased persistence:** People become more willing to work through setbacks if they are pursuing a desired goal.
- **Mental processing:** Goals can lead people to develop cognitive strategies to change their behaviour.

## SMART goals

### Specific:

- What do I want to accomplish?
- Why do I want to accomplish it?
- Who is/needs to be involved?
- Identify requirements and constraints.

### Measurable:

- How much?
- How many?
- How will I know when it's accomplished?

### Achievable/Aspirational:

- Can the goal be accomplished?
- Is it a stretch but still achievable?

### Realistic:

- Does the goal seem worthwhile?
- Is this the right time?
- Is the goal worth the effort?
- Are sufficient resources/support available if needed?

### Time-bound:

- When is the goal to be achieved?
- What can I do today?
- What can I do four weeks from now?
- What can I do four months from now?

For more information or support contact:

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